

**MEMORANDUM OF UNDERSTANDING**

WHEREAS, the University of North Florida Board of Trustees ("UNF") and the United Faculty of Florida at the University of North Florida ("UFF") seek to clarify the manner in which intellectual property, continuity of instruction, conference reimbursement, tenure clock, and other terms of the current collective bargaining agreement are conducted during the exigency of the COVID-19 pandemic.

WHEREAS, the University of North Florida and the United Faculty of Florida agree on these actions that do not amend the current collective bargaining agreement but clarify its application during the period of the pandemic.

1. The University of North Florida and the United Faculty of Florida ("the parties") agree that faculty will have ownership of the faculty-created content of any course that was converted from an in-person delivery to a remote format as a result of the response to the COVID-19 pandemic for the fall semester of 2020.

2. A faculty member that is unable to deliver their assigned course to completion, may transfer course materials to another faculty member, during the fall 2020 semester, to allow for the completion of the delivery of the course to the student(s).

3. The tenure-track faculty (including new faculty starting fall 2020) will be able to exercise the option to increase the tenure-earning period by one year according to the agreed mechanism. The deadline will be extended to December 15, 2020, the deadline for submission of grades.

4. For fall 2020 semester, attendance online to an approved conference will be regarded the same as in-person attendance.

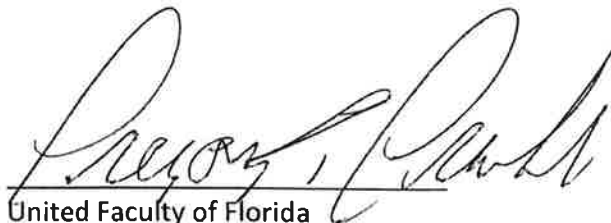
5. The parties retain all other collective bargaining agreement rights. Nothing in the above agreement shall be construed as a waiver of the right to bargain future impacts from the COVID-19 pandemic or any other collective bargaining rights.



University of North Florida

9/3/2020

Date



United Faculty of Florida

9/1/2020

Date